

Meeting of:	CABINET COMMITTEE EQUALITIES AND EMPLOYEE RELATIONS
Date of Meeting:	4 JUNE 2025
Report Title:	ANNUAL REPORT ON EQUALITY IN THE WORKFORCE (2024/2025)
Report Owner / Corporate Director:	CHIEF EXECUTIVE
Responsible Officer:	PAUL MILES, GROUP MANAGER – HUMAN RESOURCES & ORGANISATIONAL DEVELOPMENT
Policy Framework and Procedure Rules:	There is no impact on the policy framework or procedure rules.
Executive Summary:	This report details the protected characteristics of the Council's workforce as at 31 March 2025.

1. Purpose of Report

- 1.1 The purpose of this report is to provide Cabinet Committee Equalities and Employee Relations with a summary of the equality profile for the Council's workforce as at 31 March 2025.

2. Background

- 2.1 The provision of relevant and accurate workforce information enables the Council to meet its statutory duties and obligations in relation to the Equality Act 2010, the Public Sector Equality Duty and the Welsh Language Standards.

3. Current situation / proposal

- 3.1 **Appendix 1** shows a summary of protected characteristics during 2024/2025 using the total workforce as at 31 March 2025 (5,947).
- 3.2 **Appendix 2** provides an equality profile of the Council's workforce as at 31 March 2025, with comparative data from the previous two years.
- 3.3 **Appendix 3** provides information on pay gaps as at 31 March 2025.

- 3.4 Numbers below 5 in relation to the protected characteristics been replaced by an asterisk (*) to protect anonymity.
- 3.5 The profile includes protected characteristics of the workforce (sex, gender identity, disability, ethnicity, age, sexual orientation, marriage/civil partnership, religion and belief, pregnancy and maternity, carers, care experience and Welsh language).
- 3.6 Communications are issued regularly to remind staff of the importance of keeping their sensitive information up to date, by completing a hard copy or via the Employee Self-Service (ESS) platform.
- 3.7 The Council continues to work through the Strategic Equality Plan in terms of specific actions.

4. Equality implications (including Socio-economic Duty and Welsh Language)

- 4.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh Language have been considered in the preparation of this report. As a public body in Wales the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. This is an information report, therefore it is not necessary to carry out an Equality Impact assessment in the production of this report. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives

- 5.1 The well-being goals identified in the Act were considered in the preparation of this report:

Involvement	Publication of the report ensures that the public and stakeholders can review the work that has/is being undertaken.
Long term	This information report will, in the long term, assist in supporting the Council to improve the information gathered for protected characteristics.
Prevention	Workforce reporting aims to identify issues that are relevant in our workforce and help us to set objectives to prevent any disproportionate impact to any characteristic groups.
Integration	All employees are regularly provided the opportunity to confirm or update their protected characteristics.
Collaboration	The detail within Appendix 1 and 2 has been gathered through collaboration with all employees within the Council.

- 5.2 This report assists in the achievement of the following corporate well-being objectives:

- A prosperous place with thriving communities
- Creating modern, seamless public services
- Enabling people to meet their potential
- Supporting our most vulnerable

6. Climate Change Implications

6.1 There are no climate change implications in this report.

7. Safeguarding and Corporate Parent Implications

7.1 There are no safeguarding and corporate parent implications in this report.

8. Financial Implications

8.1 There are no financial implications in this report.

9. Recommendation

9.1 It is recommended that the Cabinet Committee Equalities and Employee Relations note the information contained in this report and within the Appendices.

Background documents:

None

Equalities in the Workplace 2024-2025

Appendix 1



**Total Workforce as at
31.03.2025 is 5947**

Age Range

Age Range	Male	Female	Total	%
16-19	22	42	64	1.08%
20-25	60	181	241	4.05%
26-30	98	362	460	7.73%
31-35	112	468	580	9.75%
36-40	142	631	773	13.00%
41-45	132	634	766	12.88%
46-50	160	620	780	13.12%
51-55	179	694	873	14.68%
56-60	180	559	739	12.43%
61-65	129	355	484	8.14%
66+	54	133	187	3.14%
Total	1268	4679	5947	

46
Is the average
age of BCBC's
workforce

62.6%
Of the Bridgend
population are
between 15-64

Sex

Male 1,268
(21.3%)



Female 2,312
(78.7%)

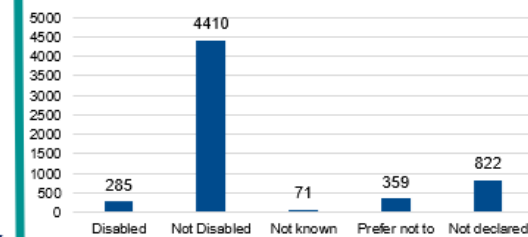


Gender Identity



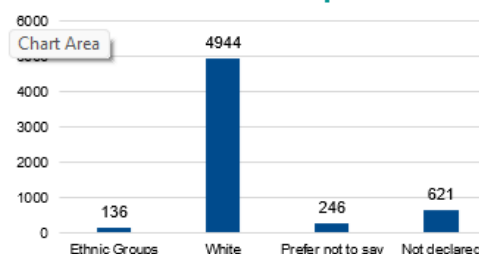
0.15% of our workforce's gender identity differs to their sex registered at birth

Disability



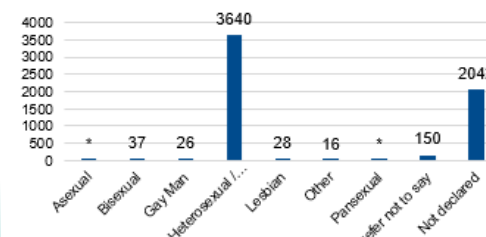
4.79% of our workforce are disabled

Ethnic Groups



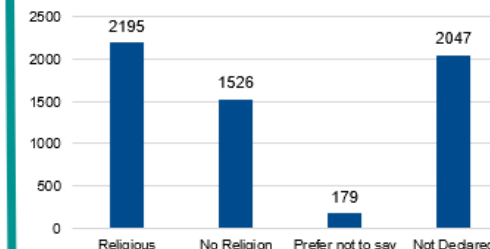
2.29% of our workforce are of Ethnic Group

Sexual Orientation



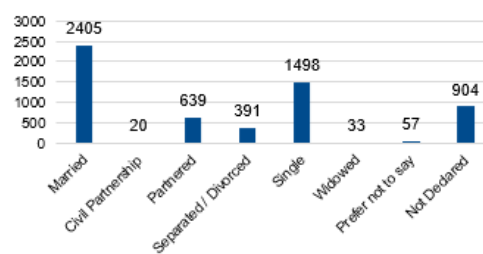
1.93% of our workforce identify with an LGBT+ sexual orientation

Religion & Belief



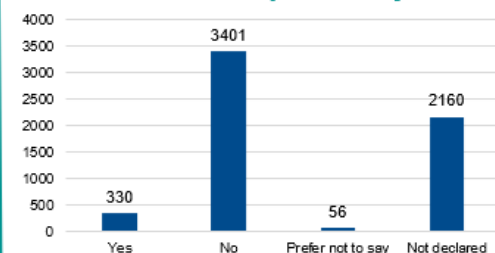
36.91% of our workforce are Religious

Marital Status



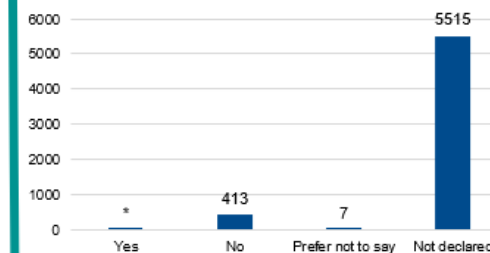
40.75% of our workforce are Married

Carers Responsibility



5.55% of our workforce are unpaid carers

Care Experienced



0.20% of our workforce are care experienced

Workforce Equality Monitoring

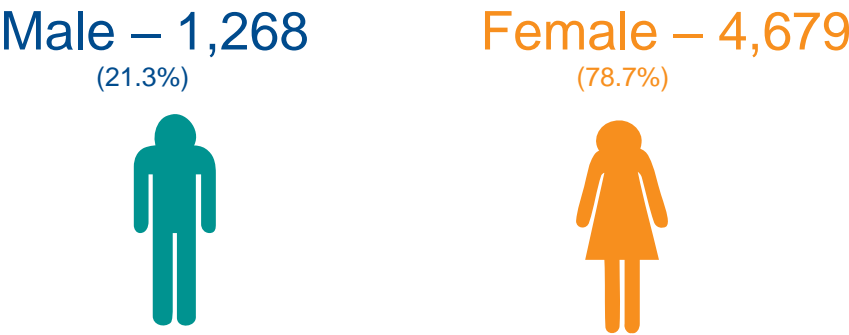
Introduction

This appendix gives an overview of the workforce, by protected characteristic, as at 31.03.25 with trend analysis for the previous 2 years, for some, along with other relevant information. Data within this report is based on sensitive information voluntarily provided by employees.

During the 2023/2024 reporting year it was approved that the Introduction to Equality & Diversity and Welsh Language Awareness E-Learning modules would become part of the Corporate Induction Framework and therefore mandatory courses for new starters and current employees to complete. So far 64% of the workforce have completed the Equality and Diversity e-learning module.

Headcount, Sex and Gender Identity

The total headcount as at 31.03.25 is 5947, as follows:



31.03.2025	BCBC - Corporate			BCBC - Schools			BCBC Total		
Description	Male	Female	Total	Male	Female	Total	Male	Female	Total
BCBC Headcount	747	2367	3114	521	2312	2833	1268	4679	5947
Percentage	24.0%	76.0%		18.4%	81.6%		21.3%	78.7%	

Table 1 - BCBC headcount

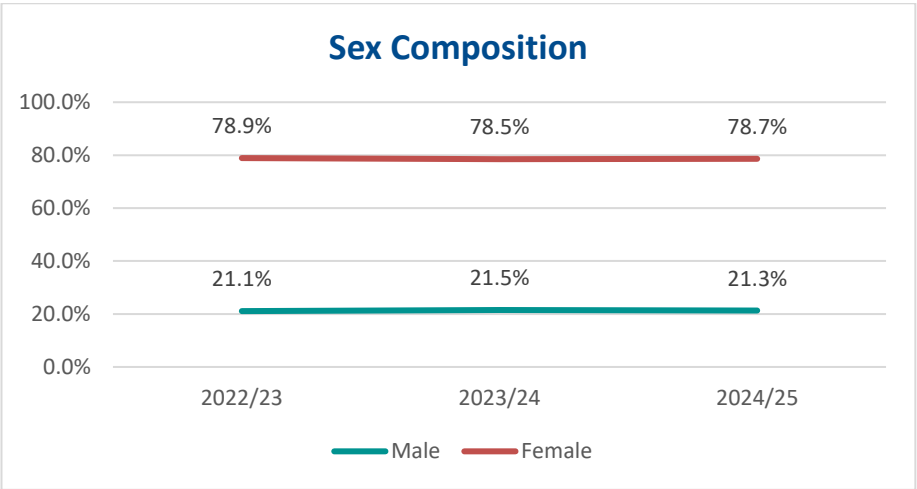


Figure 1 - Sex Composition

The sex composition has remained consistent over previous years. In comparison with other Local Authorities in Wales (23/24), the council continues to have a higher percentage of female employees. However, it is inevitable that the workforce composition will vary according to the scope of in-house services.

During 2024 the equal opportunities questionnaires and the employee self-service (ESS) platform, that collects sensitive information, were reviewed to introduce gender identification. At present the percentage of employees that have declared their gender identity is 24.28%. The number of those that have declared has increased since the previous year.

31.03.2025	BCBC - Corporate				BCBC - Schools				BCBC - Total				
Gender Identity	Male	Female	Total	%	Male	Female	Total	%	Gender Identity	Corporate	Schools	Total	%
Gender identified - same as sex registered at birth	239	889	1128	36.22%	244	52	296	10.45%	Gender identified is the same as sex registered at birth	1128	296	1424	23.94%
Gender identified - differs to sex registered at birth	*	*	*	*	*	*	*	*	Gender identified differs to sex registered at birth	*	*	*	*
31.03.2024	BCBC - Corporate				BCBC - Schools				BCBC - Total				
Gender Identity	Male	Female	Total	%	Male	Female	Total	%	Gender Identity	Corporate	Schools	Total	%
Gender identified is the same as sex registered at birth	130	591	721	23.41%	25	152	177	6.03%	Gender identified is the same as sex registered at birth	721	177	898	14.93%
Gender identified differs to sex registered at birth	*	*	*	*	*	*	*	*	Gender identified differs to sex registered at birth	*	*	*	*

Table 2 - Gender Identification

Communications were issued during the year to encourage employees to complete their sensitive information. Employees and managers were also encouraged to contact the HR Business Development Manager for any hard copies of the equalities form for those staff that require it.

The 2021 Census informs that 94.40% of the Bridgend residents identify as 'same sex at birth', with 0.12% stating their gender 'differs to their sex registered at birth'. 0.16% identified as either trans women, trans man or non-binary. 5.33% did not answer the census for this category.

Disability

The percentage of employees who have declared a disability has slightly increased to 4.79% of which 3.62% are residents within Bridgend County Borough Council.

6.04% of employees' prefer not to say, with 13.82% not declaring whether they have / do not have a disability and 1.19% not known.

The 2021 Census reported that 22.63% of Bridgend's population identified themselves as being disabled under the Equality Act. Based on these figures our workforce is under-represented in this area.

Disability Declared	BCBC - Corporate				BCBC - Schools				BCBC - Total			
	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
31.03.2025	80	143	223	7.16%	12	50	62	2.19%	92	193	285	4.79%
31.03.2024	69	129	198	6.43%	12	48	60	2.04%	81	177	258	4.29%
31.03.2023	69	128	197	6.60%	13	45	58	1.90%	82	173	255	4.29%

Table 3 - Disability

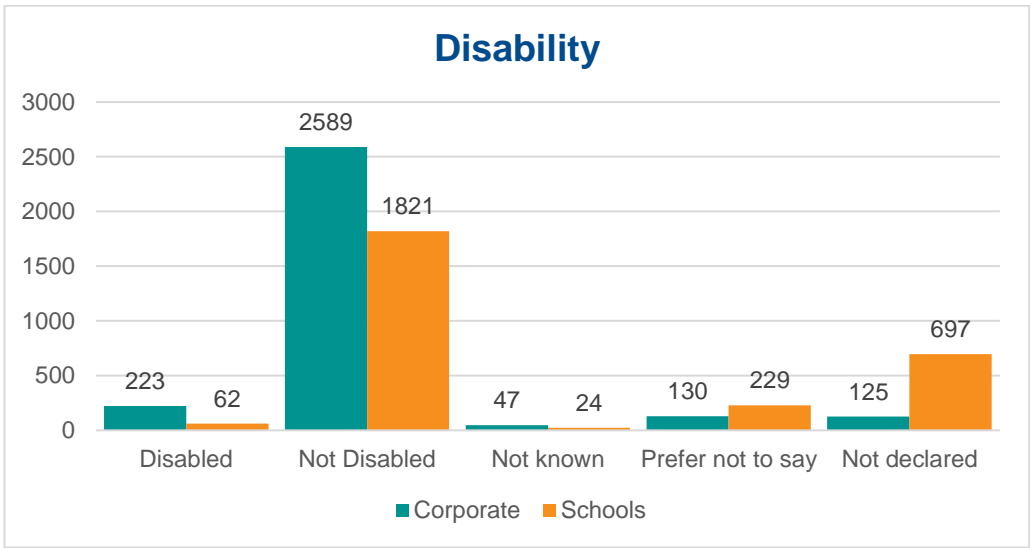


Figure 2 – Disability Data

The council successfully achieved the next level in the Disability Confident status during 2024/25 and is now recognised as a Disability Confident Leader employer. The council also includes the gov.uk link within its job page for further information [Disability Confident employer scheme - GOV.UK \(www.gov.uk\)](https://www.gov.uk/disability-confident-employer-scheme)

There is also consideration for reasonable adjustments to be put in place for candidates that require assistance, for example: allowing job coaches to attend interviews to assist candidates (via Maximus), allowing candidates to have sight of interview questions prior to the interview.

The council vacancies continue to be featured on the SCOPE (disability equality charity) website and further links are to be considered during 2025/2026 to widen the reach.

Ethnicity

Ethnic Groups	BCBC - Corporate					BCBC - Schools					BCBC - Total			
	Male	Female	Total	%		Male	Female	Total	%		Male	Female	Total	%
31.03.2025	35	64	99	3.2%		7	30	37	1.3%		42	94	136	2.29%
31.03.2024	18	48	66	2.1%		7	28	35	1.2%		25	76	101	1.68%
31.03.2023	13	50	63	2.1%		5	27	32	1.0%		18	77	95	1.60%

Table 4 - Ethnic Groups

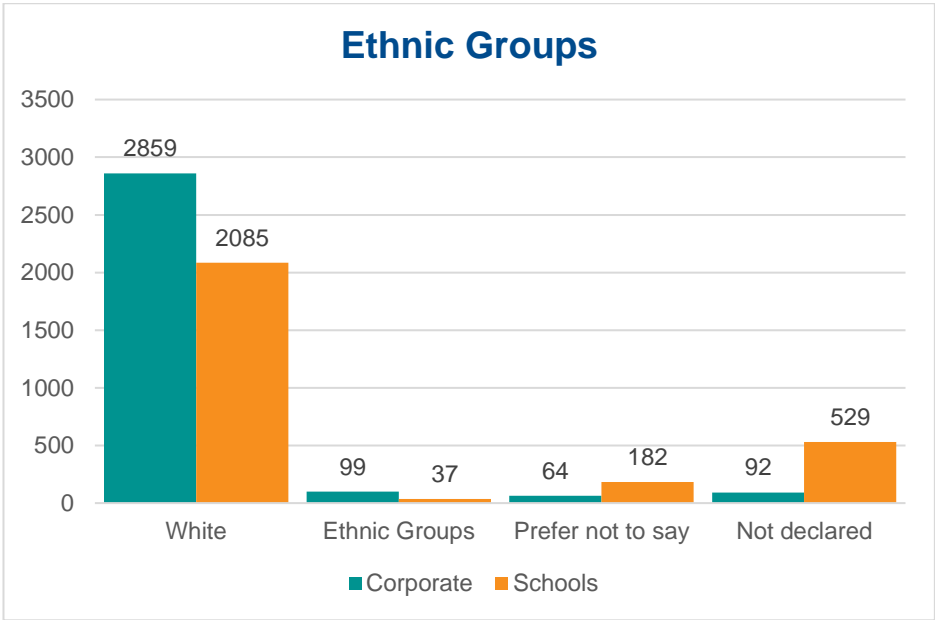


Figure 3 – Ethnic Group Data

The recorded percentage of Ethnic Group employees has increased over the last 12 months. 2.29% of the total workforce have confirmed being of ethnic origin. This can be split between those that live in Bridgend (1.58%) and those that live in other Local Authority regions (0.71%). 4.14% of the workforce prefer not to say and 10.44% not declared.

The 2021 Census reported that 3.3% of Bridgend’s population identified themselves from an Ethnic group. Based on these figures our workforce is under-represented in this area.

The council’s website continues to promote the council as a good employer where diversity is welcomed. Particular attention has been given to the council’s recruitment landing page to attract applications from Ethnic groups as part of the council’s commitment to address under-representation across all levels of the organisation.

Some elements of the Anti-Racist Wales action plan (ARWAP) have been included within the HR&OD SEP actions for 24/25 and various organisations have been contacted to ascertain whether the council’s job vacancies can be added to their recruitment pages in order to extend the reach to Ethnic groups. At present those organisations contacted charge per advert and therefore this is not viable in the current financial climate. Further searches will take place during 2025/2026 for relevant organisations that could potentially assist the council with this.

Age Profile

Table 5 presents the number and percentage of employees in each age range.

At the time of the Census, 62.6% of the population in Bridgend were between the age of 15 – 64, the highest percentage being in Cardiff at 68.4%. The Census also confirmed ‘the trend of population ageing’ has continued, with more people than ever before in the older age groups (65 and over)’.

Age Range	BCBC - Corporate				BCBC - Schools				BCBC - Total				
	Male	Female	Total	%	Male	Female	Total	%	Age Range	Male	Female	Total	%
16-19	19	31	50	1.61%	*	11	*	*	16-19	*	42	*	*
20-25	34	96	130	4.17%	26	85	111	3.92%	20-25	60	181	241	4.05%
26-30	49	191	240	7.71%	49	171	220	7.77%	26-30	98	362	460	7.73%
31-35	58	209	267	8.57%	54	259	313	11.05%	31-35	112	468	580	9.75%
36-40	78	288	366	11.75%	64	343	407	14.37%	36-40	142	631	773	13.00%
41-45	68	306	374	12.01%	64	328	392	13.84%	41-45	132	634	766	12.88%
46-50	96	305	401	12.88%	64	315	379	13.38%	46-50	160	620	780	13.12%
51-55	99	350	449	14.42%	80	344	424	14.97%	51-55	179	694	873	14.68%
56-60	125	310	435	13.97%	55	249	304	10.73%	56-60	180	559	739	12.43%
61-65	98	220	318	10.21%	31	135	166	5.86%	61-65	129	355	484	8.14%
66+	23	61	84	2.70%	31	72	103	3.64%	66+	54	133	187	3.14%
Total	747	2367	3114		521	2312	2833		Total	1268	4679	5947	

Table 5 - Age Profile

61.61% of the total workforce are between the age of 16-50, with 35.24% between the age of 51 and 65. The remaining 3.14% represent those employees that are aged 66+.

The Census 2021 confirms that the average (median) age of Bridgend increased from 41 to 43 years of age. The average age in the corporate workforce is 46 years with 45 years being the average in schools. This shows that the average age of the council’s workforce is higher than the residents age stated above, however, it is worth noting that 23.46% of the workforce are not Bridgend residents.

The corporate graph below shows that the age profile between 16-19 year olds has increased since 2023. Other age ranges 26 – 45 have also seen slight increases over the years, with the age groups 51-65 seeing a reduction.

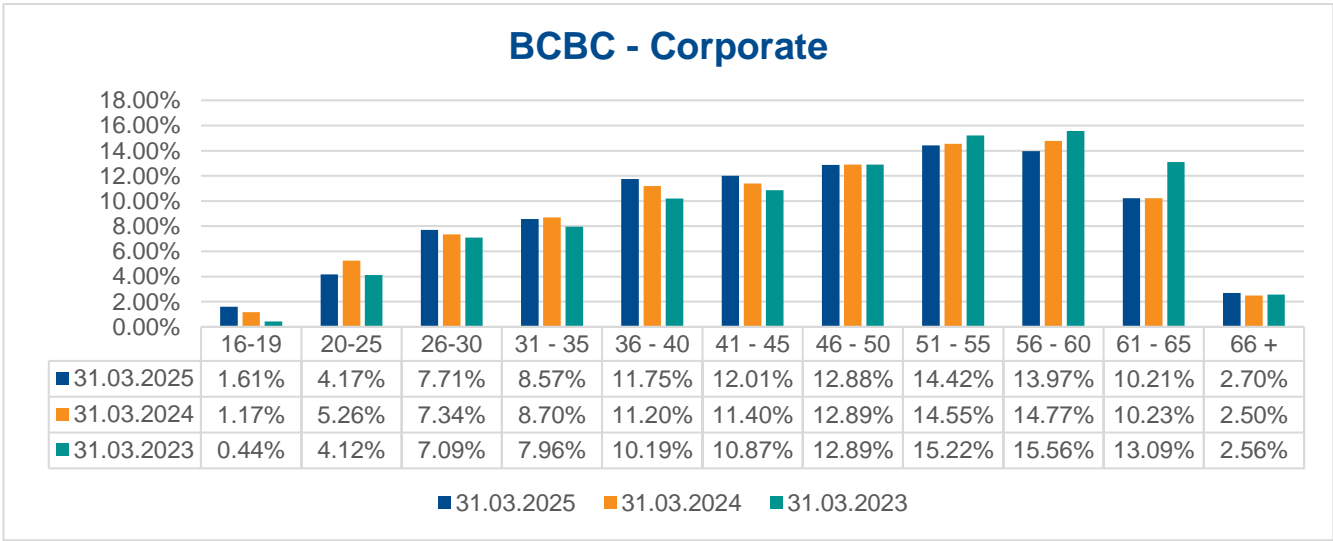


Figure 4 - BCBC Age Profile Corporate

For schools, there is a slight increase in 16-19 year olds with the mid ranges of 41-55 remaining consistently steady over the years, however the information shows the 66+ age range increasing.

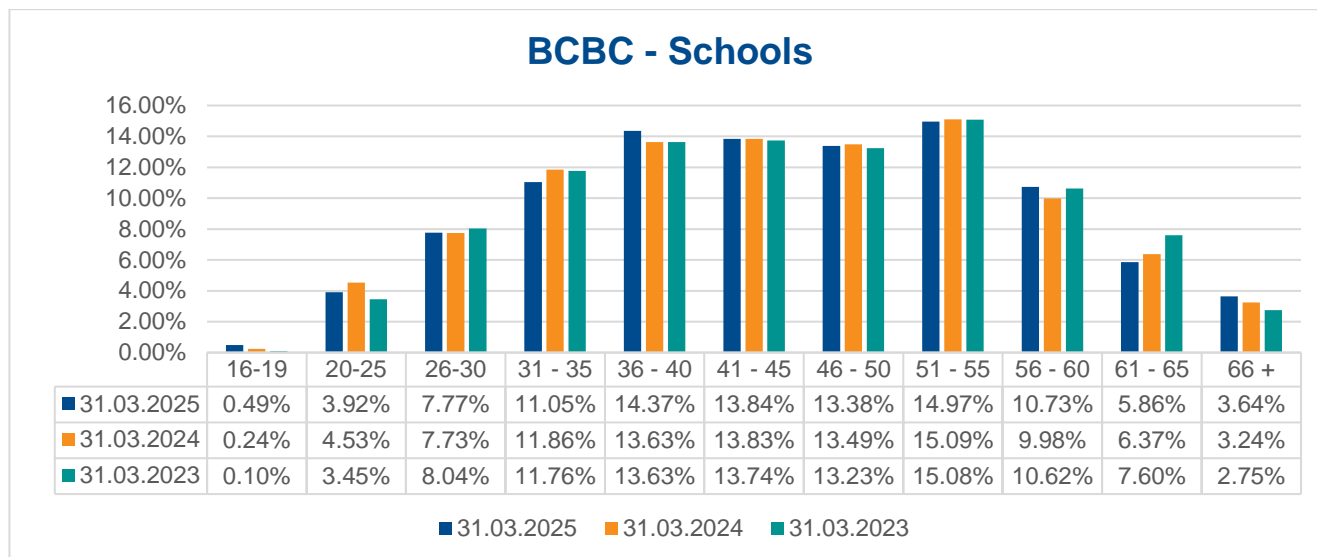


Figure 5 - BCBC Age Profile Schools

The detail above shows there is an aging workforce across the council, with the age profile being comparable with other Local Authorities.

Specific schemes like 'grow your own' have continued to be a success with 18 apprenticeships being completed during the year and 55.56% of those obtaining roles within the council, others went on to employed positions elsewhere having gained experience and training. However, due to the current financial position, investment in apprenticeships and graduates schemes will be at a lower rate. During 2024/2025, 22 apprentices and 1 graduate were employed within the council.

Sexual Orientation

65.66% of the council’s workforce have declared their sexual orientation with the majority categorising themselves as heterosexual / straight.

1.93% of the workforce identified themselves with a sexual orientation, which is lower than the Wales average 3.0% (Census 2021).

31.03.2025		BCBC - Corporate				BCBC - Schools				BCBC - Total				
Sexual Orientation		Male	Female	Total	%	Male	Female	Total	%	Sexual Orientation	Male	Female	Total	%
Asexual		0	*	*	*	0	*	*	*	Asexual	0	*	*	*
Bisexual		6	23	29	0.93%	*	5	8	0.28%	Bisexual	9	28	37	0.62%
Gay Man		22	0	22	0.71%	*	0	*	0.14%	Gay Man	26	0	26	0.44%
Lesbian		0	19	19	0.61%	0	9	9	0.32%	Lesbian	0	28	28	0.47%
Pansexual		0	*	*	*	*	*	*	*	Pansexual	*	*	*	*
Other		*	8	*	*	0	5	5	0.18%	Other	*	13	*	*
31.03.2024		BCBC - Corporate				BCBC - Schools				BCBC - Total				
Sexual Orientation		Male	Female	Total	%	Male	Female	Total	%	Sexual Orientation	Male	Female	Total	%
Asexual		0	*	*	*	0	0	0	0.00%	Asexual	0	*	*	*
Bisexual		8	23	31	1.01%	*	6	*	*	Bisexual	11	29	40	0.67%
Gay Man		22	0	22	0.71%	5	0	5	0.17%	Gay Man	27	0	27	0.45%
Lesbian		0	19	19	0.62%	0	11	11	0.37%	Lesbian	0	30	30	0.50%
Other		*	7	*	*	0	*	*	*	Other	*	11	*	*
31.03.2023		BCBC - Corporate				BCBC - Schools				BCBC - Total				
Sexual Orientation		Male	Female	Total	%	Male	Female	Total	%	Sexual Orientation	Male	Female	Total	%
Bisexual		*	18	*	*	*	8	*	*	Bisexual	*	26	*	*
Gay Man		19	0	19	0.64%	6	0	6	0.20%	Gay Man	25	0	25	0.42%
Lesbian		0	15	15	0.51%	0	13	13	0.44%	Lesbian	0	28	28	0.47%
Other		*	*	*	0.27%	0	*	*	*	Other	*	8	*	*

Table 6 - Sexual Orientation

2.52% of our workforce preferred not to say and 34.34% have not declared their sensitive personal information. It is important to note that reporting of this information is not a mandatory requirement.

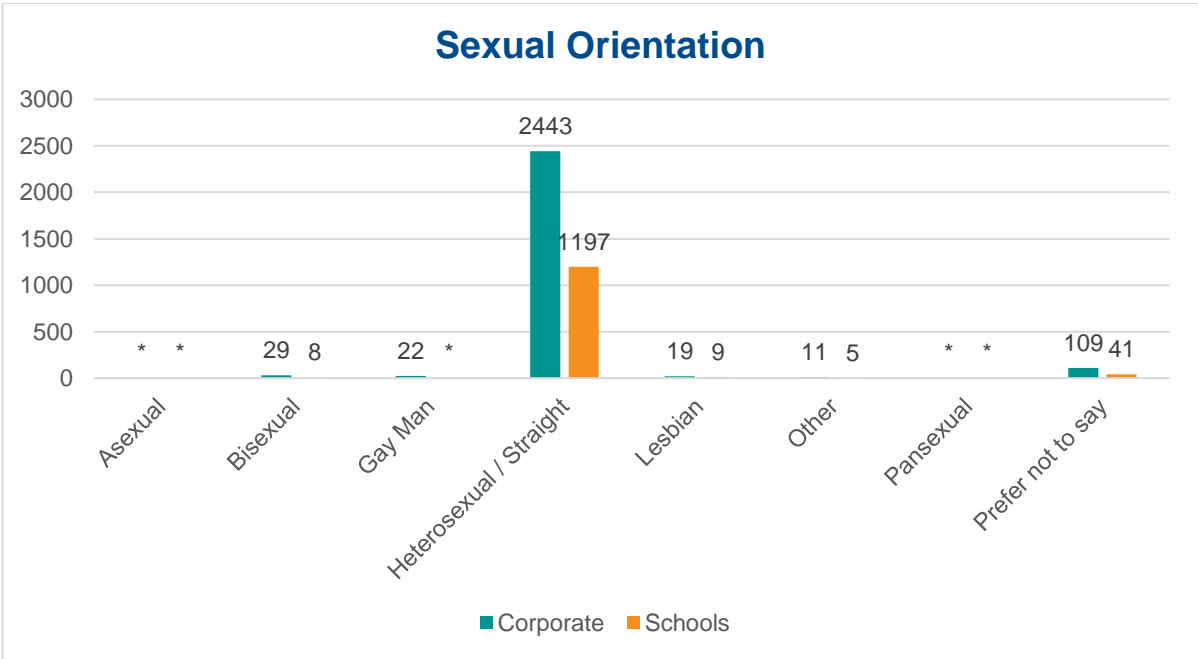


Figure 6 - Sexual Orientation

An E-Learning module for LGBTQ+ awareness has been developed and went live during 2024. This e-learning is promoted through the Learning and Development bulletin and sits within the Equalities modules. So far approximately 25 employees have undertaken the e-learning course and this will be monitored over the course of the SEP and promoted as necessary.

The Proud Council network, made up of 9 Local Authorities, are working together to address any LGBTQ+ issues and will promote any work undertaken during pride Cymru.

This year's theme is 'Activism and Social Change', and the council demonstrated this through the sharing and promotion of the LGBTQ+ Timeline – Bridgend Edition, in Partnership with Awen and Swansea University.

The council continues to promote and engage in national events such as Pride, LGBTQ+ History Month as well as other events to build awareness. This year the Equalities manager was able to attend a local Pride event and the council will also have a presence at BARC (Bridgend Community Outreach Centre) Pride to demonstrate our commitment to inclusion and the diversity of our communities.

Marriage / Civil Partnership

Marital status is a protected characteristic to prevent relationship-based bias, within employment, and ensures equal treatment for people in legally recognised partnerships.

40.44% of the workforce are married, with 25.19% being single.

31.03.2025	BCBC - Corporate				BCBC - Schools				BCBC - Total				
Marital Status	Male	Female	Total	%	Male	Female	Total	%	Marital Status	Male	Female	Total	%
Married	324	1067	1391	44.67%	156	858	1014	35.79%	Married	480	1925	2405	40.44%
Civil Partnership	*	10	*	*	*	*	*	*	Civil Partnership	*	*	*	*
Partnered	101	308	409	13.13%	40	190	230	8.12%	Partnered	141	498	639	10.74%
Separated / Divorced	44	225	269	8.64%	14	108	122	4.31%	Separated / Divorced	58	333	391	6.57%
Single	218	601	819	26.30%	137	542	679	23.97%	Single	355	1143	1498	25.19%
Widowed	*	23	*	*	0	7	7	0.25%	Widowed	*	30	*	*
31.03.2024	BCBC - Corporate				BCBC - Schools				BCBC - Total				
Marital Status	Male	Female	Total	%	Male	Female	Total	%	Marital Status	Male	Female	Total	%
Married	316	1059	1375	44.64%	165	911	1076	36.66%	Married	481	1970	2451	40.75%
Civil Partnership	*	5	*	*	*	*	*	*	Civil Partnership	*	*	*	*
Partnered	110	292	402	13.05%	43	172	215	7.33%	Partnered	153	464	617	10.26%
Separated / Divorced	45	228	273	8.86%	14	105	119	4.05%	Separated / Divorced	59	333	392	6.52%
Single	208	585	793	25.75%	136	553	689	23.48%	Single	344	1138	1482	24.64%
Widowed	*	25	*	*	*	8	*	*	Widowed	*	33	*	*
31.03.2023	BCBC - Corporate				BCBC - Schools				BCBC - Total				
Marital Status	Male	Female	Total	%	Male	Female	Total	%	Marital Status	Male	Female	Total	%
Married	318	1057	1375	44.64%	169	966	1135	38.67%	Married	487	2023	2510	41.73%
Civil Partnership	*	*	*	*	*	*	*	*	Civil Partnership	*	*	*	*
Partnered	110	262	372	12.08%	37	178	215	7.33%	Partnered	147	440	587	9.76%
Separated / Divorced	44	216	260	8.44%	16	115	131	4.46%	Separated / Divorced	60	331	391	6.50%
Single	196	549	745	24.19%	142	567	709	24.16%	Single	338	1116	1454	24.17%
Widowed	*	26	*	0.94%	*	8	*	*	Widowed	*	34	*	*

Table 7 – Marital Status

83.84% of the marital status of the council's workforce has been declared with 0.96% preferring not to say and 15.20% not declaring.

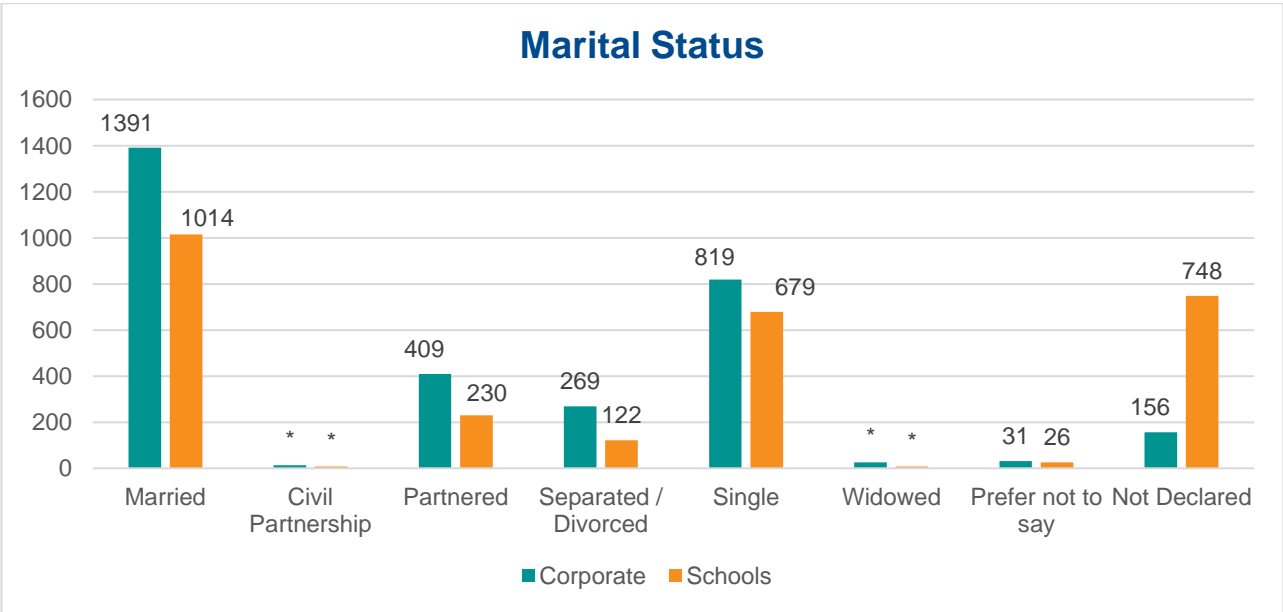


Figure 7 - Marital Status

Religion & Belief

The largest religion / belief in the council is Christianity at 25.78%, with 25.66% informing they have no religion.

31.03.2025	BCBC - Corporate				BCBC - Schools				BCBC - Total			
Religion & Belief	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
Agnostic	51	119	170	5.46%	17	66	83	2.93%	68	185	253	4.25%
Atheist	79	145	224	7.19%	27	59	86	3.04%	106	204	310	5.21%
Buddhist - Hinayana	0	*	*	*	*	*	*	*	*	*	*	*
Buddhist - Mahayana	*	*	*	*	0	0	0	0.00%	*	*	*	*
Christian - Anglican	9	17	26	0.83%	*	14	*	*	*	31	*	*
Christian - Church in England	27	128	155	4.98%	18	64	82	2.89%	45	192	237	3.99%
Christian - Church in Wales	83	345	428	13.74%	41	266	307	10.84%	124	611	735	12.36%
Christian - Orthodox	18	45	63	2.02%	*	10	*	*	*	55	*	*
Christian - Protestant	33	89	122	3.92%	11	43	54	1.91%	44	132	176	2.96%
Christian - Roman Catholic	45	125	170	5.46%	17	80	97	3.42%	62	205	267	4.49%
Hinduism	*	*	*	*	*	*	*	*	*	*	*	*
Islam - Sunni	*	*	*	*	*	*	*	*	*	*	*	*
Judaism - Reformed	*	*	*	*	*	*	*	*	*	*	*	*
Muslim	*	*	*	*	*	*	*	*	*	*	*	*
Sikhism	*	*	*	*	*	*	*	*	*	*	*	*
Taoism	*	*	*	*	*	*	*	*	*	*	*	*
Any other religion or belief	7	33	40	1.28%	6	15	21	0.74%	13	48	61	1.03%
No Religion	223	848	1071	34.39%	65	390	455	16.06%	288	1238	1526	25.66%

31.03.2024	BCBC - Corporate				BCBC - Schools				BCBC - Total			
Religion & Belief	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
Agnostic	48	109	157	5.10%	16	61	77	2.62%	64	170	234	3.89%
Atheist	72	132	204	6.62%	31	49	80	2.73%	103	181	284	4.72%
Baha'i	0	*	*	*	*	*	*	*	*	*	*	*
Buddhist - Hinayana	*	*	*	*	*	*	*	*	*	*	*	*
Buddhist - Mahayana	*	*	*	*	0	0	0	0.00%	*	*	*	*
Christian - Anglican	10	18	28	0.91%	*	9	*	*	*	27	*	*
Christian - Church in England	26	128	154	5.00%	21	70	91	3.10%	47	198	245	4.07%
Christian - Church in Wales	79	338	417	13.54%	38	262	300	10.22%	117	600	717	11.92%
Christian - Orthodox	16	42	58	1.88%	*	10	*	0.48%	*	52	*	*
Christian - Protestant	36	89	125	4.06%	11	47	58	1.98%	47	136	183	3.04%
Christian - Roman Catholic	43	127	170	5.52%	15	81	96	3.27%	58	208	266	4.42%
Hinduism	*	*	*	*	*	*	*	*	*	*	*	*
Islam - Sunni	*	*	*	*	*	*	*	*	*	*	*	*
Judaism - Reformed	*	*	*	*	*	*	*	*	*	*	*	*
Muslim	*	*	*	*	*	*	*	*	*	*	*	*
Taoism	*	*	*	*	*	*	*	*	*	*	*	*
Any other religion or belief	11	36	47	1.53%	6	15	21	0.72%	17	51	68	1.13%
No Religion	220	796	1016	32.99%	62	385	447	15.23%	282	1181	1463	24.32%

31.03.2023	BCBC - Corporate				BCBC - Schools				BCBC - Total			
Religion & Belief	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
Agnostic	49	98	147	4.77%	19	58	77	2.62%	68	156	224	3.72%
Atheist	59	130	189	6.14%	27	52	79	2.69%	86	182	268	4.46%
Baha'i	*	*	*	*	*	*	*	*	*	*	*	*
Buddhist - Hinayana	*	*	*	*	*	*	*	*	*	*	*	*
Buddhist - Mahayana	*	*	*	*	*	*	*	*	*	*	*	*
Christian - Anglican	7	19	26	0.84%	*	10	*	*	*	29	*	*
Christian - Church in England	27	127	154	5.00%	20	74	94	3.20%	47	201	248	4.12%
Christian - Church in Wales	84	332	416	13.51%	40	263	303	10.32%	124	595	719	11.95%
Christian - Orthodox	15	39	54	1.75%	*	13	*	*	*	52	*	*
Christian - Protestant	34	89	123	3.99%	10	48	58	1.98%	44	137	181	3.01%
Christian - Roman Catholic	36	126	162	5.26%	15	73	88	3.00%	51	199	250	4.16%
Hinduism	*	*	*	*	*	*	*	*	*	*	*	*
Islam - Sunni	*	*	*	*	*	*	*	*	*	*	*	*
Judaism - Reformed	*	*	*	*	*	*	*	*	*	*	*	*
Muslim	*	*	*	*	*	*	*	*	*	*	*	*
Taoism	*	*	*	*	*	*	*	*	*	*	*	*
Any other religion or belief	12	34	46	1.49%	7	16	23	0.78%	19	50	69	1.15%
No Religion	211	724	935	30.36%	59	397	456	15.54%	270	1121	1391	23.13%

Table 8 - Religion & Belief

Of the total workforce 34.42% have not declared their religion/belief, which is slightly lower than 2024 and 3.01% of the total workforce have preferred not to say.

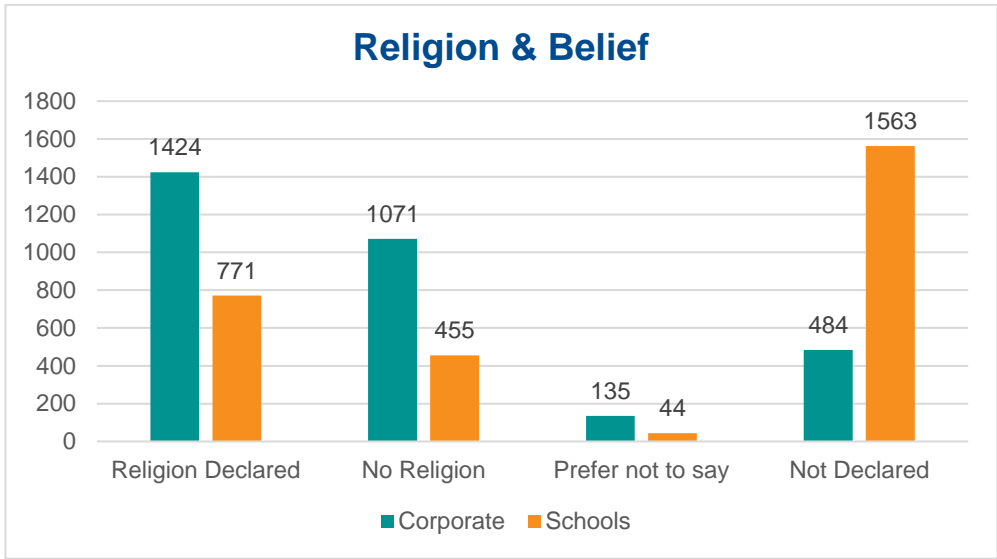


Figure 8 - Religion & Belief

The 2021 Census informed that 52.33% of Bridgend residents reported having ‘no religion’, which is an increase from the 36.7% in the 2011 Census.

Pregnancy, Maternity, Paternity and Adoption

During the year, 176 employees have taken maternity leave, 28 have taken paternity leave and there have been no employees taking adoption leave.

Caring Responsibilities

The percentage of the total workforce identifying themselves as carers has slightly increased to 5.55%.

There have been a number of communications during the year, such as:

- During National Carers Week of 10-16 June 2024 the May/June edition of Health Hub News shared the amazing story of any employee who talks about the delicate balance between her role as a carer and her professional life. Sharing these lived experiences can assist with encouraging other employers to come forward. It was also an opportunity to communicate the Carers Protocol that was approved and launched during April 2024.
- Carers’ Rights Day was also communicated in the November/December of Health Hub News to share information about the Working Carers’ Hub and how it explores the rights of carers who are in employment. This was another opportunity to highlight the Carers’ Protocol that available for staff that are unpaid carers’.
- Promoting the free Carers’ Respite Programme at Bridgend Life Centre during February and March 2025.
- Encouraging employees to update their sensitive information, which includes carers, every quarter.

36.32% of the total workforce have not declared whether they have a caring responsibility outside of the workplace. There are some employees that do not recognise themselves as carers and therefore don’t always come forward to share their sensitive information. The council is committed to recognising and supporting employees who have an unpaid caring role and more communication on this will be shared during 2025/2026.

31.03.2025	BCBC - Corporate				BCBC - Schools				BCBC - Total			
Description	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
Caring Responsibility Declared	41	223	264	8.48%	5	61	66	2.33%	46	284	330	5.55%
31.03.2024	BCBC - Corporate				BCBC - Schools				BCBC - Total			
Description	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
Caring Responsibility Declared	35	214	249	8.08%	5	57	62	2.11%	40	271	311	5.17%
31.03.2023	BCBC - Corporate				BCBC - Schools				BCBC - Total			
Description	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
Caring Responsibility Declared	29	193	222	7.49%	6	61	67	2.24%	35	254	289	4.86%

Table 9 - Caring Responsibilities

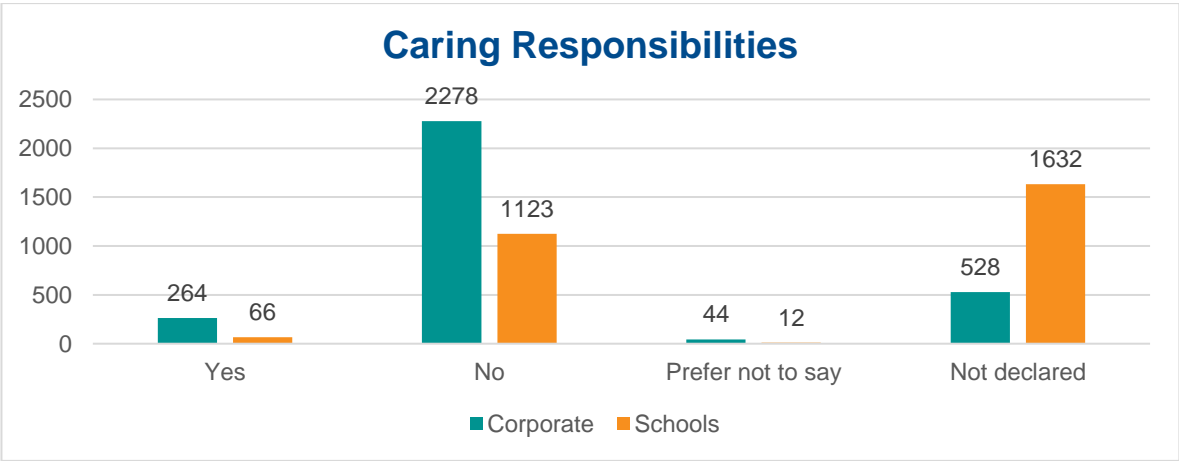


Figure 9 - Carers

Care Experience

In May 2024 the council agreed to further strengthen the rights of children and young people who have been supported by the care system and confirmed the council includes care-experience as a protected characteristic when delivering its Public Sector Equality duty.

Based on this care experience will be included in publications, in the reviewing of equality objectives, and the annual publication of information relating to people who share a protected characteristic both in services and employment.

Care experience is now detailed within the council’s equal opportunities form and the employee self-service system and it has been requested for candidates, new and current employees to complete this as part of their sensitive information. In November 2024 communications were issued requesting employees to update their sensitive information, including the new care experienced protected characteristic.

31.03.2025	BCBC - Corporate				BCBC - Schools				BCBC - Total			
Care Experience	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
Yes	*	*	*	*	*	*	*	*	*	*	*	0.20%
No	87	262	349	11.21%	16	48	64	2.26%	103	310	413	6.94%

Table 10 – Care Experience

During 2025/2026 Human Resources will be working with colleagues in the Care Experienced Team to provide Q & A sessions/workshops for those aged 15+ on the type of roles out in the community and within the council as well as identifying what type of support they may require to obtain employment, which can also be applied within HR processes. Further communication on this protected characteristic will also be issued during this coming year to encourage the completion of employees’ sensitive information.

Welsh Language

During 2023/2024 the Welsh Language categories had been updated to ensure consistency across a national level. Data already held was assimilated across to the new categories and communications were issued in January 2024 to request employees to update their sensitive information as well as check and update their Welsh Language abilities following the required [descriptors](#).

As at 31 March 2025 the number of Welsh speakers within the council rose to 28%, an increase of 2 % on the previous years.

31.03.2025	BCBC - Corporate				BCBC - Schools				BCBC - Total			
Description	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
Welsh Speaker					Welsh Speaker				Welsh Speaker			
O - No Skills	383	1168	1551	49.81%	82	352	434	15.32%	465	1520	1985	33.38%
A1 - Entry Level	178	548	726	23.31%	80	397	477	16.84%	258	945	1203	20.23%
A2 - Foundation Level	*	13	*	*	*	13	*	*	*	26	*	0.52%
B1 - Intermediate Level	16	50	66	2.12%	13	88	101	3.57%	29	138	167	2.81%
B2 - Advanced Level	*	*	*	*	*	*	*	*	*	*	*	*
C1 - Proficiency Level	22	85	107	3.44%	18	131	149	5.26%	40	216	256	4.30%
C2 - Fully proficient	*	10	*	*	*	5	8	*	7	15	22	0.37%
Prefer not to say	*	*	*	*	*	10	13	*	7	14	21	0.35%
Not declared	136	486	622	19.97%	319	1314	1633	57.64%	455	1800	2255	37.92%
Welsh Reading					Welsh Reading				Welsh Reading			
O - No Skills	389	1169	1558	50.03%	82	352	434	15.32%	471	1521	1992	33.50%
A1 - Entry Level	167	529	696	22.35%	77	394	471	16.63%	244	923	1167	19.62%
A2 - Foundation Level	*	16	18	*	*	12	16	*	6	28	34	0.57%
B1 - Intermediate Level	24	59	83	2.67%	12	94	106	3.74%	36	153	189	3.18%
B2 - Advanced Level	*	*	*	*	*	*	*	*	*	*	*	*
C1 - Proficiency Level	17	89	106	3.40%	19	129	148	5.22%	36	218	254	4.27%
C2 - Fully proficient	*	13	*	*	*	5	8	*	7	18	25	0.42%
Prefer not to say	*	*	8	*	*	11	14	*	7	15	22	0.37%
Not declared	138	486	624	20.04%	320	1312	1632	57.61%	458	1798	2256	37.94%
Welsh Writer					Welsh Writer				Welsh Writer			
O - No Skills	449	1295	1744	56.01%	90	400	490	17.30%	539	1695	2234	37.57%
A1 - Entry Level	112	426	538	17.28%	70	360	430	15.18%	182	786	968	16.28%
A2 - Foundation Level	*	14	*	*	*	15	*	*	*	29	*	*
B1 - Intermediate Level	22	46	68	2.18%	13	81	94	3.32%	35	127	162	2.72%
B2 - Advanced Level	*	*	*	*	*	*	*	*	*	*	*	*
C1 - Proficiency Level	14	86	100	3.21%	17	125	142	5.01%	31	211	242	4.07%
C2 - Fully proficient	*	8	12	*	*	5	8	*	7	13	20	0.34%
Prefer not to say	*	*	*	*	*	10	13	*	7	14	21	0.35%
Not declared	138	486	624	20.04%	321	1314	1635	57.71%	459	1800	2259	37.99%
Welsh Listener					Welsh Listener				Welsh Listener			
O - No Skills	98	304	402	12.91%	13	47	60	2.12%	111	351	462	7.77%
A1 - Entry Level	64	213	277	8.90%	16	67	83	2.93%	80	280	360	6.05%
A2 - Foundation Level	5	21	26	0.83%	6	16	22	0.78%	11	37	48	0.81%
B1 - Intermediate Level	*	12	*	*	*	9	*	*	8	21	29	0.49%
B2 - Advanced Level	*	*	*	*	*	5	*	*	*	8	*	*
C1 - Proficiency Level	*	12	*	*	*	*	*	*	*	*	*	*
C2 - Fully proficient	*	20	*	*	*	11	*	*	*	31	*	*
Prefer not to say	*	6	*	*	*	11	*	*	*	17	*	*
Not declared	563	1776	2339	75.11%	475	2145	2620	92.48%	1038	3921	4959	83.39%

Table 11 - Welsh Language

The [annual population survey](#) shows the percentage of the population within Bridgend County Borough and all Wales that have Welsh language skills, for September 2024.

	Welsh Speaker	Welsh Reader	Welsh Writer	Understand spoken Welsh
Bridgend	18.4%	16.9%	14.3%	22.3%
Wales	27.7%	24.4%	22.1%	32.2%

A quarterly 'meet and greet' workshop takes place for all employees to attend with the aim to provide an overview of the Welsh Language and to give learners the tools and confidence with pronunciation.

Opportunities are also available for employees to undertake Welsh language training which includes 'Cwrs Mynediad' delivered by the University of South Wales. During this year 8 employees attended year 1 and year 2 of this training, whilst 11 employees were supported to attend Welsh language courses within the community.

A number of employees (3754 / 63.12%) have completed the councils E-Learning module on Welsh language awareness since it became a mandatory e-learning module back in 2023/2024. There were also 20 employees that completed the e-learning module for Welsh Language standards.

Information on Pay

A [Pay Policy](#) is produced each year which provides a framework for decision making on pay and, in particular, a decision on making senior pay.

The council recognises the importance of remuneration decisions that are appropriate, transparent, provide value for money and reward employees fairly for the work they do maintaining equal pay requirements.

Every employer with 250 or more employees are required to report their gender pay gap data, this has been reported since 2018/2019.

The Gender Pay Gap for the council on the 31.03.2025 shows that women earn 89p for every £1 that men earn when comparing median hourly pay. This is consistent with the previous year.

Although not required to officially report out the gaps for disability and ethnic minority the council has prepared information for these two protected characteristics.

The Disability Pay Gap for 31.03.2025 shows that disabled employees earn £1.12 more for every £1 than non-disabled employees' when comparing median hourly pay. However, it must be noted that the council does not have the information for this protected characteristic on 20% of its workforce as the employee has the right not to declare or prefer not to say their status.

The Ethnic Minority Pay Gap for 31.03.2025 shows that ethnic minority employees earn 94p for every £1 than non-ethnic minority employees earn when comparing median hourly pay. However, it must be noted that the council does not have the information for this protected characteristic on 15% of its workforce as the employee has the right not to declare or prefer not to say their status.